

Los Angeles, CA  
February 9, 1991

## BOARD BUSINESS

Minutes: corrections from Fall, 1990 meeting

Valerie Van Isler's name was not included in the list of staff present at the October, 1990 meeting minutes.

MOTION: That the minutes be approved as amended.  
M/S/P Unanimous

New board members and alternates were introduced.

MOTION: That Jim Yee representing KPFA, Dawn Dancy, representing KPFT, Eugene Strauss representing WBAI be seated as members of the board and that subject to her arrival, Barbara Link be seated as an alternate to Rhonda Boone representing KPFT.  
M/S/P Unanimous

Some changes were made in the agenda including shifting the staff burnout question to the next day. The Staff Grant Disclosure policy was scheduled for discussion at the next board meeting.

MOTION: That the meeting agenda be adopted as amended.  
M/S/P Unanimous

A moment of silence was held in memory of Peter Taggart former Pacifica National Board member who died on February 8, 1991.

Jack O'Dell requested that Roberta Brooks act as chair of an officers/executive committee nominating group. Serving with her are Jim Yee, Phil Nash, Janis Hazel. They were asked to report to the board during Sunday's meeting.

## UNITS AND STATIONS ACTIVITIES REPORTS

Jack O'Dell spoke to the board on the impact of the Persian Gulf war on Pacifica. Other staff spoke of a very large audience response to station and national coverage of the Persian Gulf.

MOTION: That the Board express thanks and appreciation for all units' outstanding efforts to service the peace movement and for their coverage of the Gulf crisis.  
M/S/P Unanimous

Pacifica Program Service - Comments summarized the report distributed at the meeting. ATTACHMENT ONE

the Board booklet. National Programs related to the Persian Gulf were detailed.

**PACIFICA PROGRAM SERVICE:** Comments summarized the report contained in the Board booklet. The Program Service reported being heavily impacted by the war in the Persian Gulf. Tape orders are causing all employees to work overtime, and temporary help was hired to ease the overflow. In the past year the Service has hired: one latino male, one asian female, one black female and one white female.

#### **PERSONNEL COMMITTEE REPORT**

##### **Model Affirmative Action Plan**

KPFK has been working on a model affirmative action document. The Committee looked it over and will amend it as necessary. The work will be split among committee members. Each member will take a section and re-work it within 30 days of the meeting.

##### **By-Law Amendment**

The WBAI Board had voted against passing the By Law amendment mandating that out of two representatives sent to the National Board, one must be a person of color. A motion was proposed that would have encouraged local boards to amend local By-Laws if they were ready to, and provide training to all Pacifica staff and board regarding affirmative action and multicultural issues.

There was a question from Board Members regarding whether an individual was bound to the wishes of the majority of the local board. Executive Director David Salniker and Vice Chair Jennie Rhine concurred that board members could vote as they saw fit.

After discussion the following motion was proposed:

**MOTION:** That the By-Laws be changed to mandate that each station board shall nominate at least one person of color as a permanent representative to the National Board.

M/S/P

Yes 10 No 0 Abstain 1

It was agreed by the board that the final Pacifica Affirmative Action Policy would contain language reflecting race, gender, sexual preference, age and disability. Annual Unit staffing reports to the board will also reflect these features. The Policy should state that Pacifica will endeavor to hire persons having these characteristics, and should not be viewed only as a prohibition against discrimination.

It was proposed that two at large members be added to the National Board. These members will be added using the rules set forth in a memorandum written to the committee by Dick Bunce. ATTACHMENT 3 Board members should suggest candidates to Kay Pierson as soon as possible.

MOTION: That two at large members be added to the National Board. These members will begin to serve in October, 1991 and will be chosen subject to the Boards affirmative action requirements.

M/S/P Yes 8 No 0 Abstain 0

MOTION: That the board accept the Development Committee's recommendations and that the allocations of \$3,600 to KPFT and \$14,250 to WBAI be approved.

M/S/P Unanimous

Pacifica Development Director, Dick Bunce was asked to serve in an advisory capacity in the hire of the WBAI Development Director. Station Relations Director, Mary Tilson would serve regarding the hiring of temporary subscriptions staff at KPFT.

#### PROGRAM DIRECTORS MEETING REPORT

Program Directors and Unit Managers met previous to the Board Meeting to do long range planning, and to decide on immediate programming related to coverage of the war in the Persian Gulf. Minutes on this meeting are attached ATTACHMENT 4

A budget of about \$48,000 was put together to support a 6 week morning program. \$4,000 for the Program Service, \$5,000 for News, \$2,000 per station to hire a local producer to feed stories, \$5,000 for equipment and \$6,000 per week to fund the producers and production costs of the program. Funds will come from the following budget lines: \$40,000 from the National Program Fund, \$9,000 from the SCA reserve, and \$10,000 from 800 number and direct mail fundraising.

MOTION: That the Program Committee make a recommendation on an appropriate consultant who will be hired to recommend staffing and structure and prepare a job description for a National Program Director. That up to \$5,000 from the FY 90/91 SCA reserve will be used to hire such a consultant.

M/S/P Yes 8 No 0 Abstain 0

MOTION: That \$40,000 be allocated from the current National Program Fund contingency line and that additional funds from remaining SCA reserve monies be use to fund "Peace Watch" for a period of at least six weeks. Future funding of the program will